

No Fear Act  
Title III Report  
Fiscal Year 2003

1. Number of complaints filed: 118
2. Number of individuals filing complaints: 106
3. Number of individuals filing 2 or more complaints: 9
- 4 & 5. Number of complaints by basis and issues (see attachment)
6. Average Processing Time (number of days to complete a stage)
  - 6(A). Average processing time to Acknowledge Receipt for all complaints: 8 days.  
Average processing time to complete the investigation for all complaints: 160 days.  
Average processing time to receive Administrative Judge's Decision for all complaints: 753 days.  
Average processing time to receive the Final Agency Decision for all complaints: 611 days.
  - 6(B). Average processing time to receive the Final Agency Decision in which a hearing before an Administrative Judge of the Equal Employment Opportunity Commission is not requested: 491 days.
  - 6(C). Average processing time to receive the Final Agency Decision in which a hearing before an Administrative Judge of the Equal Employment Opportunity Commission is requested: 865 days.
7. Total number of final agency actions in fiscal year 2003 involving a finding of discrimination: 3.
  - 7(A). Number and percentage of final agency actions rendered in fiscal year 2003 involving a finding of discrimination without a hearing before an Administrative Judge of the Equal Employment Opportunity Commission: 0
  - 7(B). Number and percentage of final agency actions rendered in fiscal year 2003 involving a finding of discrimination after a hearing before an Administrative Judge of the Equal Employment Opportunity Commission: 3
- 8(A). Total number and percentage of final agency actions rendered in fiscal year 2003 involving a finding of discrimination based on each of the respective bases of alleged discrimination:
  - a. race: 1 or 7%
  - b. color: 1 or 7%
  - c. religion: 0
  - d. sex: 0
  - e. national origin: 0
  - f. age: 0
  - g. disability: 2 or 13%
  - h. retaliation: 3 or 20%
- 8(B)(i). Total number and percentage of final agency actions rendered without a hearing before an Administrative Judge of the Equal Employment Opportunity Commission in fiscal year 2003 involving a finding of discrimination based on each of the respective bases of alleged discrimination:
  - a. race: 0
  - b. color: 0

- c. religion: 0
- d. sex: 0
- e. national origin: 0
- f. age: 0
- g. disability: 0
- h. retaliation: 0

8(B)(ii). Total number and percentage of final agency actions rendered after a hearing before an Administrative Judge of the Equal Employment Opportunity Commission in fiscal year 2003 involving a finding of discrimination based on each of the respective bases of alleged discrimination:

- a. race: 1 or 7%
- b. color: 1 or 7%
- c. religion: 0
- d. sex: 0
- e. national origin: 0
- f. age: 0
- g. disability: 2 or 13%
- h. retaliation: 3 or 20%

9(A). Total number and percentage of final agency actions rendered in fiscal year 2003 involving a finding of discrimination based on each of the respective issues of alleged discrimination:

- a. Appointment/hire: 0
- b. Assignment of duties: 1 or 7%
- c. Awards: 0
- d. Conversion to full time: 0
- e. Disciplinary action/demotion: 0
- f. Disciplinary action/reprimand: 0
- g. Disciplinary action/suspension: 0
- h. Disciplinary action/removal: 0
- i. Duty hours: 0
- j. Evaluation/appraisal: 1 or 7%
- k. Examination/test: 0
- l. Harassment/non-sexual: 0
- m. Harassment/sexual: 0
- n. Medical examination: 0
- o. Pay/overtime: 1 or 7%
- p. Promotion/non-selection: 2 or 14%
- q. Reassignment/denied: 0
- r. Reassignment/directed: 0
- s. Reasonable accommodation: 0
- t. Reinstatement: 0
- u. Retirement: 0
- v. Termination: 0
- w. Terms/conditions of employment: 0
- x. Time and attendance: 0
- y. Training: 1 or 7%
- z. Other: 0

9(B)(i). Total number and percentage of final agency actions rendered without a hearing before an Administrative Judge of the Equal Employment Opportunity Commission in fiscal year 2003 involving a finding of discrimination based on each of the respective issues of alleged discrimination:

- a. Appointment/hire: 0
- b. Assignment of duties: 0
- c. Awards: 0
- d. Conversion to full time: 0
- e. Disciplinary action/demotion: 0
- f. Disciplinary action/reprimand: 0
- g. Disciplinary action/suspension: 0
- h. Disciplinary action/removal: 0
- i. Duty hours: 0
- j. Evaluation/appraisal: 0
- k. Examination/test: 0
- l. Harassment/non-sexual: 0
- m. Harassment/sexual: 0
- n. Medical examination: 0
- o. Pay/overtime: 0
- p. Promotion/non-selection: 0
- q. Reassignment/denied: 0
- r. Reassignment/directed: 0
- s. Reasonable accommodation: 0
- t. Reinstatement: 0
- u. Retirement: 0
- v. Termination: 0
- w. Terms/conditions of employment: 0
- x. Time and attendance: 0
- y. Training: 0
- z. Other: 0

9(B)(ii). Total number and percentage of final agency actions rendered after a hearing before an Administrative Judge of the Equal Employment Opportunity Commission in fiscal year 2003 involving a finding of discrimination based on each of the respective issues of alleged discrimination:

- a. Appointment/hire: 0
- b. Assignment of duties: 0
- c. Awards: 0
- d. Conversion to full time: 0
- e. Disciplinary action/demotion: 0
- f. Disciplinary action/reprimand: 0
- g. Disciplinary action/suspension: 0
- h. Disciplinary action/removal: 0
- i. Duty hours: 0
- j. Evaluation/appraisal: 0
- k. Examination/test: 0
- l. Harassment/non-sexual: 0

- m. Harassment/sexual: 0
- n. Medical examination: 0
- o. Pay/overtime: 0
- p. Promotion/non-selection: 1 or 11%
- q. Reassignment/denied: 0
- r. Reassignment/directed: 0
- s. Reasonable accommodation: 0
- t. Reinstatement: 0
- u. Retirement: 0
- v. Termination: 0
- w. Terms/conditions of employment: 0
- x. Time and attendance: 0
- y. Training: 0
- z. Other: 0

10(A). Of the total number of complaints pending in fiscal year 2003, the number that were first filed before the start of fiscal year 2003: 160.

10(B)(i). The number of individuals who filed complaints before the start of fiscal year 2003 that were still pending at the start of fiscal year 2003: 129.

10(B)(ii). The number of complaints pending in fiscal year 2003, that were first filed before the start of fiscal year 2003 by the various steps of the complaint process:

- a. Awaiting Acknowledge Receipt: 7
- b. Awaiting completion of investigation: 51
- c. Awaiting Administrative Judge's decision: 80
- d. Awaiting final agency decision: 22

10(C). Total number of complaints that were pending at the start of fiscal year 2003 in which an investigation was not completed within 180 days of the date that the complaint was filed: 96.